REPORT OF THE COMMITTEE ON EQUAL PAY FOR WORK OF EQUAL VALUE - 1987

Department of Labour
P.O. Box 2000, Charlottetown
Prince Edward Island C1A 7N8

February 6, 1987

Honourable Joseph A. Ghiz
Premier, and
Members of Executive Council
Province of Prince Edward Island

Sirs and Madame:

We are pleased to transmit to you the Report of the Equal Pay for Work of Equal Value Committee.

In accordance with the mandate given us, we have endeavored to write a report which will aid in the development of legislation for the Civil Service, Boards, Commissions, Crown Corporations and the broader public sector of Prince Edward Island.

We hope that the Committee's recommendations will be given your early consideration.

Respectfully submitted,

ELAINE NOONAN
MEMBER

JUDY GOODWIN
MEMBER

CHRISTINE KAVANAGH
MEMBER

HOWARD JAMIESON
MEMBER

DON MACCORMAC
CO-CHAIRMAN

ROBERT CROCKETT
CO-CHAIRMAN

SUMMARY OF THE REPORT OF THE PAY EQUITY COMMITTEE

In recognition of the fact that the jobs that women do are often undervalued and underpaid, the Government of Prince Edwaard Island decided that it would, through legislation, establish a pay equity or "equal pay for work of equal value" program in the P.E.I. public sector.

The objective of the program is to ensure that female-dominated job classes in the public sector are paid rates equal to those paid to male-dominated job classes where the work is of equal or comparable value. As a result, the program will deal only with adjustments to female-dominated job classes.

Government's intention is to implement the pay equity program first in the civil service and related crown agencies and later in the broader public sector (hospitals, school boards, the university, etc.).

A committee was struck in the summer of 1986 to receive comment from affected public sector agencies and unions and to make recommendations to the Government on how the program should be implemented in the civil service and later in the broader public sector.

The Committee heard submissions from twelve organizations on December 3, 4 and 5, 1986, and received written comment from eight others.

After considerable deliberation the Committee has prepared a report with its recommendations on the mechanics of implementing a pay equity program in the public sector of P.E.I.

If the recommendations of the Committee as contained in its report are accepted, the program would be implemented as follows:

(1) implementation of pay equity in the civil service and related crown agencies would commence within 3 months of the law coming into force;

(2) implementation of pay equity in the broader public sector (school boards, hospitals and nursing homes, U.P.E.I., Holland College, addiction service agencies, the C.A.D.C. and the S.W.D.C., and others as provided by regulation) would commence within 15 months of the law coming into force;

(3) implementation would be achieved through a collective bargaining process with existing bargaining agents and with representatives of employees who are not unionized;

(4) the parties would be allowed a maximum of 9 months after implementation to select a gender-neutral job evaluation system and identify female and male-dominated classes and a maximum of 15 months to apply the job evaluation system and reach agreement on allocation of dollars;

(5) the first adjustments under the pay equity program would be made not later than 24 months after implementation;

(6) the minimum adjustment for pay equity in any year would be one percent (1%) of the employer's payroll for the 12 month period prior to the date of the adjustments or the amount required to achieve pay equity, whichever is less. Such adjustments would continue until pay equity is achieved;

(7) the program would have application to all employee classes that are female-dominated (defined as where 60% or more of the incumbents are women) and comparisons would be made with employee classes that are male-dominated (defined as where 60% or more of the incumbents are men);

(8) all employees of an employer would be covered by the program except persons employed to make special inquiries by the Government, patients or inmates of institutions who help in the work of the institution, persons paid by fees or hired on a special contractual basis, and bona fide students on vacation from institutions of learning;

(9) comparative value of female-dominated and male-dominated classes would be established by applying a job evaluation system that measures the composite of skill, effort, and responsibility required in performing the work and the conditions under which the work is performed;

(10) comparisons of female-dominated and male-dominated jobs and the resulting adjustments would be made within each "establishment". The "establishment" would normally be the employer; e.g., all those employed directly by the Government and subject to civil service pay policies, all those employed by U.P.E.I. or by Holland College. However, in the case of multi-employer bargaining all of the employers would be deemed to be a single "establishment"; e.g., the regional school boards, the hospitals and the addiction institutions;

(11) the program would prohibit a reduction in the wages of any employee as a means of implementing pay equity;

(12) differences in the wages of male and female employees performing work of equal value are permitted if they result from:

a) different performance ratings where there is a formal system of performance appraisal in effect that does not discriminate on the basis of gender;

b) seniority;

c) a skills shortage that is causing a temporary inflation in compensation and that can be shown to be free of gender bias in accordance with criteria set out in the act;

(13) funding required by the Crown to implement the program would be appropriated by the Legislature;

(14) bargaining on pay equity would be conducted independently from regular bargaining sessions;

(15) an administrative body would be established within the Department of Labour to monitor the program and advise on implementation. It would also handle complaints that might arise after pay equity has been implemented as prescribed by the legislation.

REPORT OF THE COMMITTEE ON EQUAL PAY FOR WORK OF EQUAL VALUE - 1987

INTRODUCTION:

In Canada, the jobs that women do are undervalued and underpaid even when they are comparable to the jobs done by men. Equal pay for work of equal value is an international standard which requires employers to pay equally men and women doing work which is of equal value. Equal pay for work of equal value legislation is in effect in the federal jurisdiction and Quebec and in Manitoba's public sector. It is in the process of being adopted in Ontario.

PREAMBLE:

The Committee on Equal Pay for Work of Equal Value was mandated to bring to Government recommendations on a Pay Equity Program that would have application within the Civil Service, Crown Corporations, and Boards and Commissions in its original application. It would also contain a recommendation as to when, after the initial application of pay equity to the first mentioned groups, the concept and its application could be expanded into the broader public sector.

It should be noted that the decision to implement pay equity in the public sector is the announced policy of Government. Therefore, implementation of pay equity, or equal pay for work of equal value, is not at issue; only the method and timing of its achievement were open for discussion and ultimate decision.

In preparation to making its recommendations, the Committee reviewed the Pay Equity Act of Manitoba, The Canadian Human Rights Act (Section 11 and its Equal Wages Guidelines), An Act to Provide Pay Equity for Employees in Predominantly Female Groups of Jobs in the Public Service (Bill 105) of Ontario, and

an Act to Provide for Pay Equity in the Broader Public Sector and in the Private Sector (Bill 154) of Ontario.

In addition, two members of the Committee, Messrs. MacCormac and Crockett, travelled to Winnipeg and Toronto to receive first-hand the comments and views of the principals and some participants of the Manitoba legislation and proposed Ontario legislation. Representatives of the Yukon Government visited our Province and presented a view of their efforts of a Pay Equity Program within their public service. As well, the Committee received numerous copies of articles, newsletters, reports and documents on the subject which emanated from Canadian and American sources.

By letter dated October 21, 1986, the Minister of Labour invited fifty-three (53) organizations, in the public and broader public sectors of the Province, to appear before the Committee and to make comments and recommendations with respect to Equal Pay for Work of Equal Value. This invitation to participate in the proceedings of the Committee and the list of invited organizations are set out in Appendix A.

As a result of these letters the Committee received fourteen (14) requests to appear before the Committee to make a verbal and/or written presentation. The list of these organizations which requested an appearance before the Committee is set out in Appendix B.

In addition, seven (7) organizations chose to make their comments in writing and indicated that they did not wish to appear before the Committee. The list of these organizations is set out in Appendix C.

Finally, any organization which replied to the Minister's letter acknowledging receipt of his invitation, but which failed to indicate any intent to appear before the Committee, was telephoned to ascertain that intent. From this exercise we established a schedule of hearings for December 3, 4 and 5, 1986. The schedule of hearings is set out in Appendix D.

Representatives of the organizations appearing before the Committee were given an opportunity to indicate their wishes with respect to having media representatives present during their presentations. All organizations indicated to the Committee that they did not object to the presence of media representatives. The participating organizations were also enlightened as to the mandate of the Committee and the intent of the Committee to keep the proceedings as informal as was reasonably possible. They were also informed that the proceedings were being recorded.

Realizing that the mandate of the Committee did not include any reference with respect to the private sector, the Committee, nevertheless, felt it imperative to mention that the majority of the presentations urged that any legislation should include the private sector within its scope.

Typical of these concerns respecting the scope of coverage of Pay Equity legislation is the following excerpt from the submission presented by the Women's Committee of the Prince Edward Island Federation of Labour - page 2:

"I urge you to recommend universal coverage for all women in Prince Edward Island, whether working full-time or part-time, whether working under union protection or not. Pay Equity to be a success must ensure that no woman suffers economic loss by being excluded from its protection. It would indeed be a travesty if in an effort to introduce Pay Equity we bar those women who would benefit the most.

If Pay Equity is to be a valid principle in our society, and one which will instill unbiased attitudes in future generations of employers as well as employees, then the legislation must be applied universally."

The Committee, as well, received presentations that to greater or lesser degrees addressed issues that looked at the larger realm of employment equity matters: e.g., disabled employees, child care, etc. The Committee acknowledged that Pay Equity, per se, is only one component of the employment equity picture; however, the Committee's mandate was to deal only with Pay Equity.

RECOMMENDATIONS:

It is the understanding of the Committee that Government intends to address equal pay for work of equal value through legislation. The majority of the Committee concurs that legislation is the appropriate mechanism to achieve equal pay for work of equal value. Therefore, the Committee recommends that the following principles be embodied in an Equal Pay for Work of Equal Value Act for the public sector. The Act should contain a preamble outlining that the purpose of the Act is to redress systemic gender discrimination in compensation for work performed by employees in female dominated classes in the public sector of P.E.I.

Recommendation No. 1

SCOPE OF COVERAGE

The following would be considered employers under the Act:

Phase 1 would include (i) the Government, and (ii) Agencies of the Crown

including the Crown Corporations set out in Schedule B and Schedule C to the *Financial Administration Act, R.S. P.E.I. 1974, Cap. F-6.1.*

Phase 11 would include (i) a Regional School Board as defined in the *School Act, R.S.P.E.I. 1974, Cap. S-2,* (ii) the University of Prince Edward Island, (iii) Holland College, (iv) a Hospital or Nursing Home licensed under the *Hospitals Act, R.S. P.E.I. 1974, Cap. H-11,* (v) an organization receiving funds from the Government to provide addiction services, (vi) the Charlottetown Area Development Corporation and the Summerside Waterfront Development Corporation, and (vii) such other board, commission, corporation or organization as may be prescribed by regulations.

NOTE: The foregoing is the definition of "Public Sector Employer" embodied in Section 1(j) of the *Compensation Review Act, Chapter C-15. 1.*

Recommendation No. 2

TYPE OF EMPLOYEE COVERED

The Committee recommends that all employees of an employer would be covered by the legislation with only the following exceptions:

(i) Persons employed to make or conduct a temporary and special inquiry, investigation or examination on behalf of the Assembly or the government, or an employer;

(ii) Persons who are patients or inmates in a provincial institution and who help in the work of the institution;

(iii) Any person paid by fees or hired on a special contractual basis or as an independent contractor ("special contractual basis" does not include contracts of employment as is

practiced with instructional and non-instructional school board employees, for example); and

(iv) bona fide students who are on vacation from their institution of learning during the months of May through September of any year.

Recommendation No. 3

PHASING IN OF COVERAGE BY SECTOR

Phase 1 (see Recommendation No. 1) should commence within three (3) months of the Act coming into force; and

Phase 11 (see Recommendation No. 1) should commence twelve (12) months following the commencement of Phase 1.

Recommendation No. 4

IMPLEMENTATION OF PAY EQUITY

Implementation should be achieved through a collective bargaining process. Existing bargaining agents (employee and employer) should be the parties to Pay Equity negotiations. Where there is no existing bargaining agent for employees (non-unionized), such employees should have the right to elect representatives to represent their interests in negotiations with the employer. Negotiations to determine the single gender neutral program; to apply the program to the work force to determine the classes affected and quantum of the inequity; and to determine the proportionate share of adjustment funds to be allocated to each employee group annually, shall be carried on jointly between the bargaining agent(s) and with employee representatives, if any, as may be elected in accordance with the Act.

Employers shall negotiate separately with individual bargaining agents or employee representatives for the purpose of determining the allocation of pay adjustments and the orderly implementation of pay equity to that group of employees as represented by the bargaining agent or employee representatives. Such negotiations should be carried out in good faith.

Failure to reach an agreement within the prescribed time frames should result in binding arbitration as the means to resolve the differences.

Recommendation No. 5

TIMING OF IMPLEMENTATION

In each Phase there should be specific time frames established whereby the parties are required to reach agreement on pay equity.

Stage 1 should allow nine (9) months for the parties to negotiate and agree on a single gender neutral program (job evaluation) that will apply to all female dominated and male dominated classes and to identify the classes to which the program shall be applied;

Stage 11 should allow twelve (12) months for the parties to apply their program in order to determine and compare the value of the work performed by female-dominated and male-dominated classes and to reach an agreement respecting the quantum and proportionate allocation of pay equity to the employee groups;

Stage 111 should allow three (3) months for the employer and the bargaining agent or employee representatives to reach an agreement respecting the allocation and orderly implementation of pay equity adjustments for employees of the employer who are represented by that bargaining agent or employee representatives.

Stage IV would require employers to begin to implement such wage adjustments as may be necessary to establish pay equity commencing no later than two (2) years following the commencement processes.

Recommendation No. 6

DETERMINING VALUE

In determining value for comparative purposes the criterion to be applied is the composite of the skill, effort and responsibility normally required in the performance of the work and the conditions under which the work is performed.

Recommendation No. 7

MODEL OF IMPLEMENTATION

There are essentially three (3) models upon which the legislation may be based:

(i) Pro-Active Model - is legislation that requires employers to initiate pay equity programs in their establishments;

(ii) Complaint Based Model - is legislation which requires that complaints be filed before pay equity is enforced; and

(iii) Integrated Model - is a combination of a Pro-Active and Complaint Based Pay Equity legislation

The majority of the Committee (4 of 6) recommends that the Integrated Model be utilized. The recommendation is that the Pro-Active Model be utilized until equal pay for work of equal value is achieved and then the legislation revert to a Complaint Based Model as a means of maintaining equal pay for work of equal value after the Pro-Active period expires.

The minority of the Committee (2 of 6) recommends that the Pro-Active model be utilized and that the parties be responsible to maintain the pay equity relationship following the expiration of the program.

Recommendation No. 8

DETERMINING CLASSES TO EVALUATE

The Committee recommends that female-dominated classes (a class in which 60% or more of the incumbents are women) be compared against male-dominated classes (a class in which 60% or more of the incumbents are men) regardless of the number of incumbents in the class for purposes of determining equal pay for work of equal value.

Recommendation No. 9

ACHIEVEMENT OF PAY EQUITY

The Committee is split with respect to its recommendation when pay equity is achieved.

Three (3) members of the Committee recommend the Manitoba model as follows:

A. *"Pay Equity" means a compensation practice which is based primarily on the relative value of the work performed, irrespective of the gender of employees, and includes the requirement that no employer shall establish or maintain a difference between the wages paid to male and female employees, employed by the employer, who are performing work of equal or comparable value.*

B. *Average and Indirect Comparisons of Value Permitted*

Where a public sector employer, in accordance with the procedures for negotiation hereinafter set out, adjusts its compensation practices so that female-dominated classes are assigned a schedule or grade of pay equal to the average or projected average schedule or grade of pay of male-dominated classes performing work of equal or comparable value, the employer shall be deemed to have complied with the obligation to implement pay equity.

Three (3) members of the Committee recommend the Ontario model as follows:

A. *For the purposes of this Act, pay equity is achieved when the job rate for the representative job level in a predominantly female group of jobs is at least equal to the job rate for a job level in any predominantly male group of jobs where the work performed in the two job levels is of equal or comparable value.*

B. *Where more than one comparison is possible between the representative job level in a predominantly female group of jobs and job levels in predominantly male groups of jobs where the work performed in all job levels is of equal or comparable value, pay equity is achieved when the job rate for the representative job level in the predominantly female group is at least as great as the job rate for the job level in the predominantly male group with the lowest job rate.*

Recommendation No. 10

ESTABLISHMENT DEFINED

Although, in essence, establishment is defined in Recommendation No. 1, the Committee feels the need to address an anomaly that exists in the collective bargaining structure between certain employers and employee bargaining agents in this province and which possibly only exists in one other province in Canada (i.e., New Brunswick). This is the presence of multiple employer and union collective bargaining relationships, otherwise known as provincial collective bargaining.

Such a relationship exists where the General Hospitals of Prince Edward Island are concerned; with the Regional Administrative School Units; and with the Addiction institutions within the province. In these cases a provincial collective agreement is negotiated which establishes common classes of jobs, common wage rates, and common conditions of work from institution to institution across the province and within the particular jurisdiction of each employee

bargaining agent. In such negotiations, the employers are represented by employer bargaining agencies; e.g., the Health Negotiating Agency for the General Hospitals of P.E.I.

The Committee is concerned that should the historical bargaining structures be overlooked or abandoned for the purposes of this legislation, potentially, the opportunity would exist for the dismantling of the common wage structures. If such were to occur, it would necessitate the complete restructuring of the historical collective bargaining structures even to the extent of reverting to individual collective bargaining, on an institutional basis, with the employee bargaining agent for the particular institution.

The Committee believes that there would be no advantage, for the purposes of pay equity, to disturb that historical bargaining structure.

In recognition of the foregoing, the Committee recommends that for the purposes of Equal Pay for Work of Equal Value the "establishment" shall be defined as follows:

(i) means all the employees of an employer;

(ii) the General Hospitals of P.E.I. and the School of Nursing, for the purposes of this Act, are deemed to be a single establishment;

(iii) the Regional Administrative School Units of P.E.I, for the purposes of this Act, are deemed to be a single establishment; and

(iv) the Addiction institutions, for the purposes of this Act, are deemed to be a single establishment.

Recommendation No. 11

WAGES NOT TO BE REDUCED

The Committee recommends that no employee shall suffer a reduction in wages in order to implement pay equity pursuant to the Act; and, no employee shall be placed in a lower step of a schedule or range of pay, which has been adjusted upward in order to implement pay equity.

Recommendation No. 12

REASONABLE FACTORS

It is recommended that the Act provide that it is a discriminatory practice for an employer to establish or maintain differences in wages between male and female employees employed in the same establishment who are performing work of equal value.

For the purposes of the Act, a difference in wages between male and female employees performing work of equal value in an establishment is justified by:

(i) different performance ratings - where employees are subject to a formal system of performance appraisal that has been brought to their attention and that does not discriminate on the basis of gender;

(ii) seniority - where a system of remuneration that applies to the employees provides that they receive periodic increases in wages based on their length of service with the employer and where such a system does not discriminate on the basis of gender; and

(iii) a skills shortage that is causing a temporary inflation in wages because the employer is encountering difficulties in recruiting employees with the requisite skills for positions in the job class.

For the purpose of justifying a difference in wages an employer is required to establish that similar differences exist between the group of employees in the job classification affected by the shortage and another group of employees predominantly of the same sex as the group affected by the shortage, who are performing work of equal value.

A minority of the Committee (1 member) recommends that the following be added:

(iv) After pay equity has been achieved in an establishment, this Act does not apply so as to prevent differences in wages between a female job class and a male job class if the employer is able to show that the difference is the result of differences in bargaining strength.

Recommendation No. 13

WAGES

Wages means all forms of pay and benefits paid or provided, directly or indirectly, by or on behalf of an employer to or for the benefit of an employee, and includes the relevant salary scales.

Recommendation No. 14

REQUIRED ANNUAL ADJUSTMENTS

A. An employer shall make pay equity adjustments for each successive twelve (12) month period, until pay equity is achieved, which shall be an amount that is not less than the lesser of:

(i) One (1) per cent of the employer's total payroll for the immediately preceeding twelve (12) months; and

(ii) the amount required to achieve pay equity.

B. Except for the purpose of making retroactive adjustments in wages under a pay equity plan or unless required to do so by an order, nothing in this Act requires an employer to increase wages payable under the pay equity plans of the employer during a twelve-month period in an amount greater than 1 per cent of the employer's payroll during the preceding twelve-month period.

C. "Payroll" means the total of all wages and salaries payable to the employees of the employer.

D. A pay equity plan that is established under this Act binds the employer and the employees to whom the plan applies and their bargaining agent, if any.

E. A pay equity plan that is established under this Act prevails over all relevant collective agreements and the adjustments to wages required by the plan shall be deemed to be incorporated into and form part of the relevant collective agreements.

Recommendation No. 15

FUNDING ALLOCATIONS

It is the recommendation of the Committee that the monies required for the purposes of this Act by the Crown in right of Prince Edward Island shall be paid out of monies appropriated therefore by the Legislature.

Recommendation No. 16

BARGAINING FOR EQUAL PAY FOR WORK OF EQUAL VALUE

The Committee recommends that the collective bargaining process for equal pay for work of equal value should be conducted separately and apart from any

other normal collective bargaining processes so that, as much as is reasonably possible, pay equity negotiations will not become intertwined with other bargaining concerns and thereby jeopardize the attainment of equal pay for work of equal value.

Recommendation No. 17

ADMINISTRATION

The Committee is split on its position with respect to an administrative agency, its function and powers.

The majority of the Committee (4 of 6) recommends that a Pay Equity "Branch", "Division" or "Bureau" be established within the Department of Labour for the purpose of providing an advisory role, education role, ensuring compliance, receiving pay equity plans agreed upon, and for reporting annually to the Legislature.

This function of such an administrative body, it is felt, would be important during the "pro-active period" of the program. As the program evolved from the "pro-active period" to the "complaint period" (Integrated Model) the administrative body would have the powers and authority to investigate complaints, issue orders and to have such orders enforced by the courts.

One (1) member of the Committee recommends that an administrative body exist during a "pro-active program" to act in a facilitator role and not as a policing agency.

One (1) member of the Committee recommends that an administrative body exist during a "pro-active program" and with limited powers to deal with problems related to non-compliance complaints regarding job evaluation plans and time limits, and is inclined to give the Minister Responsible powers of enforcement.

CONCLUSION:

Honourable Premier and Members of Executive Council, these recommendations are submitted for your consideration and action. They represent, under considerable time constraints, our best effort at providing Executive Council with guidance in developing an Equal Pay for Work of Equal Value Act for the public sector of Prince Edward Island.

APPENDIX A

- LETTER OF INVITATION
- LIST OF INVITED ORGANIZATIONS

Department of Labour

P.O. Box 2000, Charlottetown
Prince Edward Island C1A 7N8

OFFICE OF THE MINISTER

OUR FILE NO.

October 21, 1986

Government has initiated a study into Pay Equity or as it is sometimes described Equal Pay for Work of Equal Value. The initial stage of this study, a review of the Manitoba and Ontario legislation, as well as taking a view of the Yukon experience has been concluded and we are now at stage two of the study. Stage two of the study entails receiving input on the subject from the potential participants through a committee which, in turn, will report its findings and recommendations to Government before the end of the year.

I am, therefore, inviting you or your organization to make a written or verbal presentation to the committee outlining your recommendations with respect to Pay Equity. To facilitate and focus such input we are providing a copy of the Manitoba legislation which should provide some guidance with respect to presentations, and is intended as a starting point for discussion.

Also, you should be aware that Pay Equity is addressed already in the Canadian Human Rights Act (1978), the Quebec Charter of Human Rights and Freedoms (1976) and in Bill 105 - An Act to Provide Pay Equity .... in the Public Service, Ontario (1st reading Feb. 11/86).

Hearing dates, to receive your comments, will be scheduled commencing November 24, 1986. Should you, or your organization, desire to appear before the committee, please notify this Department no later than November 21, 1986.

Yours very truly,

Wayne D. Cheverie, Q.C.
Minister

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List of Invited Organizations

1. Treasury Board
2. Land Development Corporation
3. Human Rights Commission
4. Housing Corporation
5. Hospital and Health Services Commission
6. Grain Elevators Corporation
7. Georgetown Shipyard
8. Energy Corporation
9. P.E.I. Development Agency
10. Crop Insurance Agency
11. Council of the Disabled
12. Council of the Arts
13. Civil Service Commission
14. Advisory Council on the Status of Women
15. Auditor General's Office
16. Addiction Services of P.E.I.
17. Land Use Commission
18. Faculty Association of Holland College
19. Holland College
20. P.E.I. Lending Authority
21. Queens County Addiction Services
22. Prince County Addiction Services
23. Kings County Addiction Services
24. P.E.I. Heritage Foundation
25. Liquor Control Commission
26. International Association of Machinists (Union at Shipyard)
27. International Union of Operating Engineers Local 902
28. P.E.I. Nurses' Union
29. Public Utilities Commission
30. Rentalsman Office
31. Workers' Compensation Board
32. University of Prince Edward Island
33. Regional Administrative Unit No. 1
34. Regional Administrative Unit No. 2
35. Regional Administrative Unit No. 3
36. Regional Administrative Unit No. 4
37. Regional Administrative Unit No. 5
38. Western Hospital
39. Community Hospital
40. Stewart Memorial Hospital
41. Prince County Hospital
42. Queen Elizabeth Hospital
43. Kings County Memorial Hospital
44. Souris Hospital
45. P.E.I. School of Nursing
46. P.E.I. Union of Public Sector Employees
47. P.E.I. Federation of Labour
48. Canadian Union of Public Employees Office
49. Canadian Union of Public Employees Division
50. Canadian Union of Public Employees Council of Hospital Unions
51. P.E.I. Teachers' Federation
52. International Brotherhood of Electrical Workers Local 1432
53. P.E.I. Council of Labour (C.F.L.)

APPENDIX B

- LIST OF ORGANIZATIONS WHO REQUESTED TO APPEAR BEFORE THE COMMITTEE

The following named groups indicated by letter or telephone their interest in appearing before the Committee:

1. P.E.I. Council of the Disabled
2. P.E.I. Union of Public Sector Employees
3. Civil Service Commission
4. P.E.I. Division of the Canadian Union of Public Employees
5. Local 1770 Canadian Union of Public Employees
6. Local 1466 Canadian Union of Public Employees
7. Local 805 Canadian Union of Public Employees
8. P.E.I. Council of Labour
9. Hospital Association of P.E.I.
10. Holland College
11. Federation of Labour (Women's Committee)
12. P.E.I. Advisory Council on the Status of Women
13. P.E.I. Nurses' Union
14. Treasury Board (cancelled appearing before the Committee but did submit a written brief).

APPENDIX C

- LIST OF ORGANIZATIONS WHO RESPONDED IN WRITING BUT DID NOT WISH TO APPEAR BEFORE THE COMMITTEE

The following named organizations forwarded their comments by letter but did not wish to appear:

1. Regional Administrative Unit No. 4
2. Hospital Services Commission
3. P.E.I. Energy Corporation
4. P.E.I. Museum and Heritage Foundation
5. University of Prince Edward Island
6. Regional School Unit No. 3
7. Department of Industry

APPENDIX D

- SCHEDULE OF HEARINGS

The following is the schedule for the Pay Equity Hearings:

December 3, 1986 - Pope Room, Coles Building

9:00 a.m.	-	P.E.I. Council of the Disabled
10:00 a.m.	-	P.E.I. Union of Public Sector Employees
1:30 p.m.	-	Civil Service Commission

December 4, 1986 - Pope Room, Coles Building

9:00 a.m.	-	P.E.I. Division, Canadian Union of Public Employees (C.U.P.E.) and Local 1770 C.U.P.E.
10:30 a.m.	-	Local 1466 C.U.P.E.
11:15 a.m.	-	Local 805 C.U.P.E.
1:30 p.m.	-	P.E.I. Council of Labour
2:30 p.m.	-	Hospital Association of P.E.I.
4:00 p.m.	-	Holland College

December 5, 1986 - Public Utilities Commission, Hearing Room, Room 502

9:00 a.m.	-	Federation of Labour (Women's Committee)
10:00 a.m.	-	P.E.I. Advisory Council on the Status of Women
3:30 p.m.	-	P.E.I. Nurses' Union